The Army has a challenging problem.
Its legacy systems and databases are stove-piped and (mostly) do not talk to each other.

U.S. ARMY

IPPS-A is the solution.
IPPS-A will modernize Army HR and develop a system for managing talent, reduce IT and military pay costs, and improve Soldiers' lives through transparency and mobile capabilities.

IPPS·A
INTEGRATED PERSONNEL AND PAY SYSTEM - ARMY

• Army Vision for IPPS-A and HR •

- Become **Information Assurance (IA)/Cyber compliant**

- Create an HR system that is **Intuitive** and **Easy to Use**

- **Eliminate** hundreds of legacy HR systems and applications

- **Unify data across the HR Enterprise** and **codify Authoritative Data Sources:** Enhances system interoperability and data sharing across the DoD

- **Strength Management** and **Forecasting:** Increase Readiness by improving commanders' ability to see themselves

- **Business Process Re-engineering:** Change Audit, Orders, Accountability/Duty Status; Change HR System
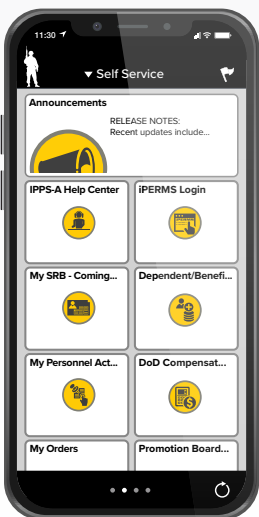
- **Manage Talent**

- **Track HR Actions IOT enable Enterprise Analytics**

- **Tie HR actions** to **Pay** and **Strength:** Become fully auditable

IPPS-A's Mobile App:
Manage Anytime, Anywhere

Self-Service
through DoD username/password

CAC Access
by Manager/HR Professional (card reader and software required)

Download on the App Store   **GET IT ON Google Play**

Search for "IPPS-A" on the Apple and Google Play Stores.

Release 2: Army National Guard
A Revolutionary Leap Forward

Through an incremental approach, IPPS-A completed an important milestone by fielding Release 2 capabilities to all Army National Guard states and territories in March 2020. These capabilities include:

- **Tools** to maximize readiness at every echelon

- **Mobile 24/7 self-service** functions and mobile app

- **Workflow alerts and notifications** to track all HR actions

- **Transparent tracking and resolution** of HR and IT issues and concerns

All information current as of September 2021

One Soldier ★ One Record ★ One Army

Moving from the Industrial Age to the 21st Century

1.1M The number of Soldiers that depend on and utilize Army HR systems worldwide

CURRENT MODEL		FUTURE ENVIRONMENT
The approximate number of disparate HR and Pay systems	**200** — **30+**	The approximate number of HR and Pay systems subsumed
The approximate number of interfaces and data exchanges between internal and external systems	**650+** — **300+**	The approximate number of interfaces and data exchanges eliminated
The number of hours of system downtime in legacy systems	**5,500+** — **24/7**	No system downtime with on-demand online access and mobile capability
Not auditable nor fully compliant in IA or Cyber	✕ — ✓	Fully auditable and IA and Cyber compliant
Lack of data and process standardization across Components that leads to inefficiency, deviations and errors		Modernized business rules, roles and responsibilities increase efficiency and reduce errors
The number of business processes across three COMPOS	**157** — **52**	The reduced number of business processes across three COMPOS
Manual paper-driven processes involving in-person meetings		Reducing paper forms with online Soldier self-service processes and electronic approvals

Problems IPPS-A Will Solve

Inaccurate pay causing significant Soldier debt

Different HR and Pay systems for each Component

Disconnected HR and Pay processes; untimely Pay impacting readiness

Lack of Total Force visibility and **HR and Pay tracking/ transparency** for Soldiers, HR Professionals and Leaders

Army paying DFAS for separate Pay transactions linked to HR actions (~$150M per year)

Manual industrial era Talent Management not system linked to compensation

All information current as of September 2021

How Will IPPS-A Change Milpay Processing?

HR Triggers Pay eliminating separate manual pay transactions

Self-service eliminating manual pay transactions/packets for Soldier

Business Rules Embedded eliminating primarily manual interpretation

Activity Guides eliminating manual pay transactions for Soldier

One Soldier ★ One Record ★ One Army